

## NEW ENGLAND SWIMMING BOARD OF DIRECTORS MEETING

June 11, 2019 @ 7 PM at the NE Swimming Office

Minutes, approved September 17, 2019

**MISSION:** To provide opportunities for all to achieve their highest potential in competitive swimming".

**Vision:** Inspired. United. Fast.

### Board Members:

**Present:** (16) Brian Crawford (ESC), Anne Shachoy-Clark (BGSC), Bernie Dickman (SSYS), Jake Eastman (PSC), Betsy Russell (UN), Janet Harty (YNS), Meghan Feran (CS), Aaron Zhu (SOLO), Ken Galica (UN), Michelle Policard (CS), Priscilla Davis (UN), Todd Bohannon (PHX); Lisa Black Sholudko (UN); Connor Miller (KING); Caleigh Wukitch (KING); Sasha McNeal (PHX)

**Via Zoom:** (4) Jay Craft (KING), Bob Menck (UN), Anne Kaufman (UN), Rick Osterberg (UN)

**Absent:** Arthur Athanas (YNS), Erik Linseisen (UN)

**Guests:** (6) Carol Healey (UN), Mary Ellen Tynan (UN), Moriah Tyrrell (PSC), Nadine Johnson (UN), Louis Arruda (UN), Jesup Szarkowski

**Call to order:** Meeting called to order by Brian Crawford at 7:05 PM. Brian introduced himself as the interim General Chair in the wake of Matt Craven's resignation. He will be in this position until October 6<sup>th</sup> when the HOD will meet and run an election, as well as approve the new by-laws. Brian thanked Matt for his many years on the Board and running the LSC and hopes to fill his shoes. Brian welcomed new Board members, Bernie Dickman as Age Group Chair, Todd Bohannon as Jr. Coach Rep and Anne Shachoy-Clark as Secretary.

### On Boarding:

Who are we, what do we do and how do we do it? How can we be better?

NE Swim = the states of MA, NH, VT, and RI

24-member board. HOD has 1 or 2 meetings a year, one being the Annual Meeting in the Spring). Central decision-making body. We are loyal and caring. We devote time and effort toward developing our LSCs. We are in the process of re-prioritizing and implementing new programs. No personal agendas, no favoritism. Transparent with our decisions. We aim to represent all athletes in our LSCs. The changes to the HOD are important to continue to evolve and grow. There is an on-line leadership course that is mandatory for all new board members. Start following NESWIM on Twitter, ensure you have access to Google Docs. The Job Descriptions will be sent out. Ensure you accept the MAAPP rules.

### Consent Agenda: (Attached)

Secretary Report

Senior Report

Age Group Report  
Calendar Report  
Athlete Report  
Officials Report  
Safe Sport Report

The consent agenda was adopted with consent of the Board.

### **Diversity & Inclusion Chair**

Michelle Policard reported on the recent Diversity Camp in Baltimore. 5 athletes attended along with one coach. Michelle to provide detailed feedback from the athletes later.

Michelle discussed Water Safety Days coming up on June 28<sup>th</sup> and June 29<sup>th</sup> and the need for athlete volunteers. Several people thought these were very important considering recent drownings of children age 6-15 in MA.

**Treasurer's Report:** presented by Carol Healey and was adopted with consent of the Board.

Business Chk \$13,744.96  
Business Chk \$81,965.14  
Business Sav \$615,912.92  
Investment Account: \$404,990.18  
**TOTAL:** \$1,116,613.20

### **Appointments to Board**

Janet Harty was appointed as the interim Admin Vice Chair with the advice and consent of the board.

### **Athlete Representative Elections**

Connor Miller (KING) resigned as Athlete Representative, effective June 1, 2019. Connor has graduated high school and cannot commit to the requirements of the role as he enters college. Carol Healey reported that USA Swimming strongly advises that LSCs have a single Senior Athlete Representative.

Jake Eastman (PSC) was elected by acclamation to a one-year term as Senior Athlete Representative.

The Board voted by acclamation to designate Erik Linseisen (VAS) and Caleigh Wukitch (KING) as Junior Athlete Representatives for the 2019-2020 term.

Isabelle Hiller (UVAC) and Ellie Soska (CRIM) were each nominated for Junior Athlete Representative for a one-year term. Jake Eastman explained that the nominees understood that due to expected changes in the NES Bylaws, that they would serve for a one-year term, and would not continue into a Senior Athlete Representative position. Isabelle Hiller and Ellie Soska were elected by acclamation.

**Appointment of Committees (Appendix A):** the committees were approved with the consent of the Board.

Sasha McNeal- was named an Athlete Rep on the National Sports Medicine and Science Committee. discuss concussions protocols and return to swim operational protocols

### **Technical (Appendix B)**

Should we reimburse for coaches travel when they take a swimmer to a select camp? We agreed to send this to Technical for consideration for next year.

**Transgender Rules:** Deferred to next meeting in September per Chris Sheppard's request.

**Eastern Zone Meeting Report:** Brian Crawford and Anne Kaufman reported on this. The major discussion there focused on MAAPP and implementation by 23 JUN 2019.

**Office Report:** Currently 9,135 athletes in our LSC. Recent uptake in college kids returning after the school year and coach registrations.

MAAPP including athletes 18 & Over must complete a training. The rules seem overwhelming now, more information will be relayed from coaches and teams by 23 JUN 2019 deadline.

**Girls Leadership Summit:** Bernie Dickman debriefed us on the summit held at Simmons College. Overall, the summit was a success. Great talks, interactive sessions. 43 girls attended.

Things that went well: Friendships, Empowerment, coaching, Fun interactive games, Peer support, Mindfulness training, peer Safe Sport training, Team building, being on a local college campus.

Areas for improvement: The Schedule, meal times, practice times, no nap time, more diversity, more drills, more Q&A, more team building.

Boys leadership Summit is being planned for next spring at Springfield MA.

**OTHER ITEMS:** Carol is preparing for the banquet to be held Oct 6, 2019. Looking for a key-note speaker and to conduct a swimming clinic that weekend.

Reminder about Water Safety Days 29/30 JUNE posted on NE Swim Website.

Safe Sport Clinic to be held in OCT. Smaller meet, approx. 50 swimmers, from 5-703 pm.

All Star meet planning is ongoing for October 2019

Todd is preparing for Zones. See Todd or Morgan about coaching and goal setting for athletes

**Next Board Meeting:** Sept 17, 2019 at 7 PM in the office, HOD meeting October 6, 2019 at 3 PM at the Needham Sheraton, and December 17, 2019 at 7 PM in the NE Office.

Adjourned at 8:35 PM

Respectfully submitted by: Anne Shachoy-Clark

**Consent Agenda Reports for the New England Swimming Board of Director's Meeting on  
Tuesday, June 11, 2019 at 7 PM.**

**Admin Vice Chair:** Brian Crawford: The bid request form is posted and the deadline for the SCY season is July 1<sup>st</sup>. At the last calendar meeting it was decided to require Regional hosts to offer the same order of events. Bernie will work with them to make this happen.

**Senior Report:** Jay Craft: Looking forward to some fast swimming this July at our two Brown meets. Solicited input from all teams about 13-18 meet ideas and formatting for the 15 and overs. Currently looking in to adding some LCM time trials at NE Seniors in December. Always hoping to hear new ideas. Looking forward to the Women's Leadership Summit organized by Bernie and Meg.

**Age Group Report:** Bernie Dickman: Set meet events for 12& U championships (*as well as some minor 13-18 changes*)<sup>(CH)</sup> Looking into a meet theme and prizes for team spirit at the meet. Setting committee up. Still waiting to hear from athletes on interest Coaches have committed. Working with Sean as outgoing chair on transition

**Safety Report:** None

**Officials Report:** None

**Diversity & Inclusion Report:** Malicia Policard: we are busy planning for the EZ Diversity Camp to be held in Baltimore June 7<sup>th</sup> – 9<sup>th</sup>. 5 athletes from NE are attending with one coach, myself and Nadine Jesionek. The committee is planning the Water Safety Day events for the end of June and hope to have it all published soon.

**Coach Report:** The Coach Committee has added a new member, and is looking to add a couple more. We are hoping to add a member that specializes in AO, and can serve as a coach committee liaison to the Officials. This would help with keeping the coaches committee strictly a committee of coaches voices, and also add some perspective of officials and admin policies. In an effort to get more input from coaches, we are also looking to add a couple more coaches that come from smaller teams. The committee will meet by conference call to discuss any and all upcoming items from board meetings, and follow up afterwards to discuss.

All focus and attention is on the execution of this weekend's NE Swimming Girl's Leadership and Performance Summit. Planning has gone well, and it will be exciting to see the feedback of the attendees, both athletes and coaches. It is looking to be an awesome opportunity for everyone!

The coaches committee is scheduling a call, and some of the items that will be discussed are the upcoming items that are coming up down the road, specifically the MAAP Safe Sport changes, as well as Transgender rules.

**Athlete's Report:** Athlete Reps

- We are still collecting applications for our athlete's committee, and we are looking to finalize that list soon. Our purpose for the committee is to gather more of the athlete

voice, and help prepare our athletes to become better leaders in the swimming community.

- We have been quite caught up with school work recently, but we hope to get our All-Star Meet plans finalized with help from other committees and coaches/etc.
- We are in talks with Ray Grant regarding possibly setting up athlete's hospitality at our championship meets down at Brown. Specifically, we are looking to target 13-18s and Seniors. More logistics to come, as we are still waiting back from a response from Ray.

**Governance Task Force:** We are now moving into stage 2 of the new by-law plan. After no objections at the HOD meeting to what we are proposing, we will now finalize the wording and move everything to the Policy and Procedures Manual that is being removed from the by-laws. The finished product will be proposed to the October 6<sup>th</sup> HOD meeting for approval and will be in force starting January 1, 2020.

**Safe Sport:** Anne Kaufman

**MAAPP** is at the forefront of everything we are doing right now. Although the way the policy reached our membership wasn't ideal, by now all know that June 23rd is the effective date. I have sent an email to my Safe Sport Mondays distribution list with a to-do list for teams. Nothing has changed about who needs to do background checks or who must be a registered USA Swimming member.

Note –MAAPP is a Congressional mandate, not a USA Swimming mandate. The language in the policy, as approved by the Center for Safe Sport, **cannot now be altered by an LSC or even by the USA Swimming Safe Sport office. We have to work with the policy as it stands.**

The Eastern Zone workshop was great! We spent time talking about the details of MAAPP as a full group and in breakout groups, worked on developing Safe Sport Monday resources (we hope to start this up again July 1) and talked about getting our Safe Sport message out in every possible way. To that end, the Safe Sport PSA video is available for anyone to use on their team website, on a scoreboard, during a team meeting, etc. Here is the link: <https://vimeo.com/276950956>

LSC chairs also talked about communication, the Safe Sport recognized club program, and succession planning for LSC chairs. NES is currently in the top 10 LSCs for Safe Sport Recognized clubs – we have two. We also have 34 teams who have started the process but not yet completed it. I hope to get the names of those clubs so I can reach out and see where they are held up – the LSC chairs have been challenged to dramatically increase the numbers of teams who have completed this process (and we will be able to present spiffy banners to those clubs as well). At the very least, it would be terrific if the teams of all BOD members were Safe Sport Recognized clubs by convention. As far as succession planning is concerned, I have been the only NES Safe Sport chair; I will be actively looking for someone to take over for me in the fall of 2020/spring of 2021.

FYI: all USA Swimming social media accounts have been combined - some 23 accounts, if I remember correctly. USA Swimming Insider and USA Swimming news are now the only accounts on Twitter, and USA Swimming is currently the only account on Facebook.

When the new membership of the NES Safe Sport committee is finalized, our first project will be to conduct an informal audit of our 103 teams and the public sections of their websites, looking for Safe Sport educational material and information about the implementation of MAAPP.

**Zone Report:** Registration is open, coaches all set. Need chaperones.

**Secretary Report:** attached

## NEW ENGLAND SWIMMING BOARD OF DIRECTORS MEETING

TUESDAY, MARCH 5<sup>TH</sup> @ 7 PM at the NE Swimming Office

*Tentative minutes*

**MISSION:** To provide opportunities for all to achieve their highest potential in competitive swimming".

**Vision:** Inspired. United. Fast.

### Board Members:

**Present:** (16) Matt Craven (CRIM), Brian Crawford (ESC), Jay Craft (KING), Jake Eastman (PSC), Sean Geary (CRIM), Anne Kaufman (UN), , Betsy Russell (UN), Chris Sheppard (CS), Janet Harty (YNS), Rick Osterberg (UN), Meghan Feran (SOLO), Aaron Zhu (SOLO), Ken Galica (UN), Malicia Policard (ICMY), Priscilla Davis (UN).

**Via Zoom:** Connor Miller (KING), Caleigh Wukitch (KING), Bob Menck (UN),

**Absent:** Erin Mary Ackerman (CRIM), Arthur Athanas (YNS), Joe Frazier (UN), Sasha McNeil (PHX), Lisa Black Sholudko (UN), Erik Linseisen (UN)

**Guests:** (8) Bernie Dickman (SSYS), Carol Healey (UN), , Mary Ellen Tynan (UN via video conferencing), Moriah Tyrrell (PSC), Nadine Johnson Jesionek (UN, via Zoom)

**Call to order:** Meeting called to order by Matt Craven at 7:05 PM. A moment of silence was held in memory of Coach Jeff Johnson (PSC) who passed away unexpectedly in February. Matt mentioned the success of the 11-14 AG Championships that were held at WPI last weekend.

### Consent Agenda:

- Secretary Report
- Senior Report
- Age Group Report
- Calendar Report
- Athlete Report
- Officials Report
- Safe Sport Report
- Diversity/Inclusion Report
- Technical Report

The Athlete Report was pulled for discussion. The remaining consent agenda was adopted with consent of the Board.

**Athlete Report:** Jay Craft wanted more information on the idea of an All-Star meet that the athletes suggested. It was discussed and decided to add to the calendar for the SCY season. The meet will be an invitational to all top ten swimmers in each event. The report adopted with general consent of the Board.

**Treasurer's Report:** presented by Carol Healey and was adopted with consent of the Board.

**Checking Accounts:** \$172,792.53

**Savings Account:** \$565,791.71

**Investment Account:** \$395,051.80

**Governance:** New Bylaws. Laura Matuszak, Governance Task Force member, prepared a document outlining some of the Task Force's ideas:

[https://docs.google.com/document/d/18v4o7LfAV3SqnQiGiENW\\_gY8FGGWdA\\_Pk9e19rpBns4/edit](https://docs.google.com/document/d/18v4o7LfAV3SqnQiGiENW_gY8FGGWdA_Pk9e19rpBns4/edit)

There was much discussion with general support of forming a Governance Committee and mixed opinions about a smaller board size. Many felt that a smaller board could be more flexible, concentrate on strategic planning and not get bogged down in minutiae. The Governance Task Force will present the Bylaw changes to the HOD in May with the plan to formally vote into place in a special Fall HOD meeting and will take effect January 1, 2020.

**Audit:** The required annual audit was reviewed, and the motion passed to approve the audit. The audit will be posted once the taxes have been filed.

**Budget 2019-2020:** The proposed budget was reviewed, discussed and the motion passed to approve the proposed budget for the 2019-2020 fiscal year.

**Safe Sport Presentation:** Bernie Dickman presented a slide show summarizing her recent attendance at the USA Swimming Safe Sport Workshop.

**Athlete HOD Delegates:** The athlete delegates were presented and a motion was passed to approve the delegates.

**At-Large House Members:** Matt Craven presented the names of At-Large Delegates to the HOD and the list was approved with the consent of the Board.

**Nominating Committee:** The committee is working on the slate of nominations for the HOD meeting.

**Office Report:** Moriah reported on the registration numbers and on the newsletter she sent to the Registrars and Head Coaches with reminders about registration. Our 2018-19 numbers are down about 600 athletes from last year, including Flex.

**Other business:** Carol reminded the appropriate people that they should sign up for the Eastern Zone workshops in Chicago in May.

**Next Board Meeting:** ANNUAL MEETING, SATURDAY, MAY 4<sup>th</sup> at the Needham Sheraton

*Respectfully submitted by Carol Healey*